



**DEPARTMENT OF THE AIR FORCE
HEADQUARTERS 175TH WING (ANG)
WARFIELD AIR NATIONAL GUARD BASE
BALTIMORE, MARYLAND**

05 April 2013

MEMORANDUM FOR 175 Wing Members

FROM: 175WG/CC

SUBJECT: Equal Opportunity/ Equal Employment Opportunity (EO/EEO) Policy

1. Our most precious resource is our workforce, both federal and state members, and they will be treated with dignity and respect. This philosophy also applies to applicants for positions within the Maryland Air National Guard.
2. Equal Opportunity/Equal Employment Opportunity is the responsibility of leadership and a function of command. The Maryland Air National Guard provides Equal Opportunity for our traditional Airmen, state employees, AGRs, as well as civilian employees assigned to individual units.
3. IAW AFI 36-2706 and ANGI 36-7, discrimination based on race, color, national origin, gender (which includes sexual harassment), religion, or reprisal will not be tolerated. Leaders at all levels are charged with the responsibility to provide a safe and professional work environment.
4. This policy memorandum must be posted on all unit bulletin boards

A handwritten signature in black ink, reading "Scott L. Kelly", is positioned above the typed name.

SCOTT L. KELLY, Brig Gen, MDANG
Commander